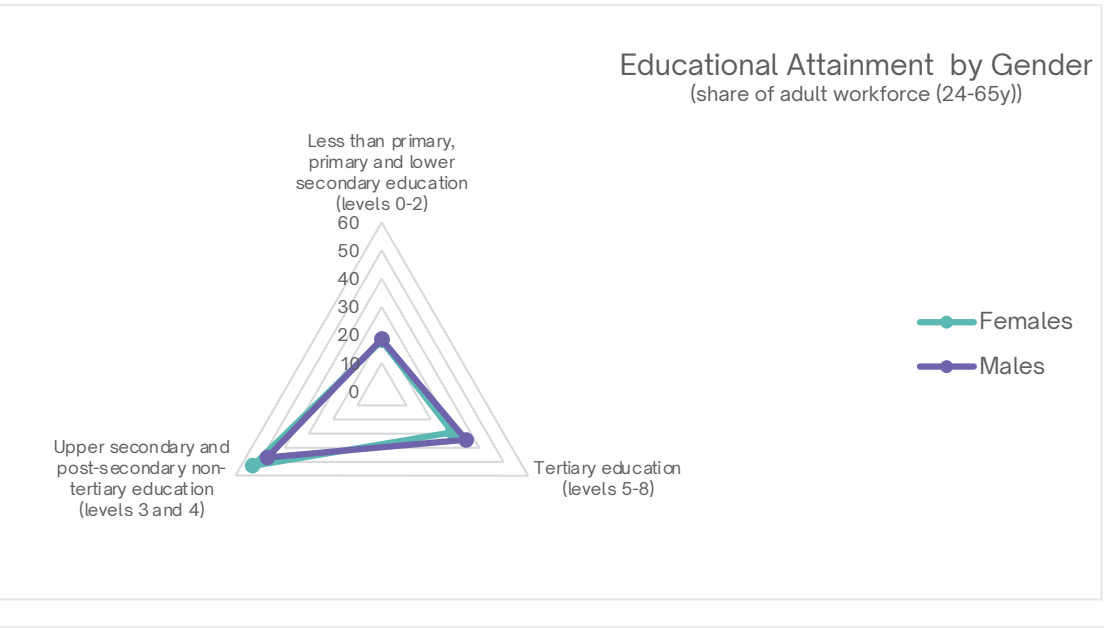
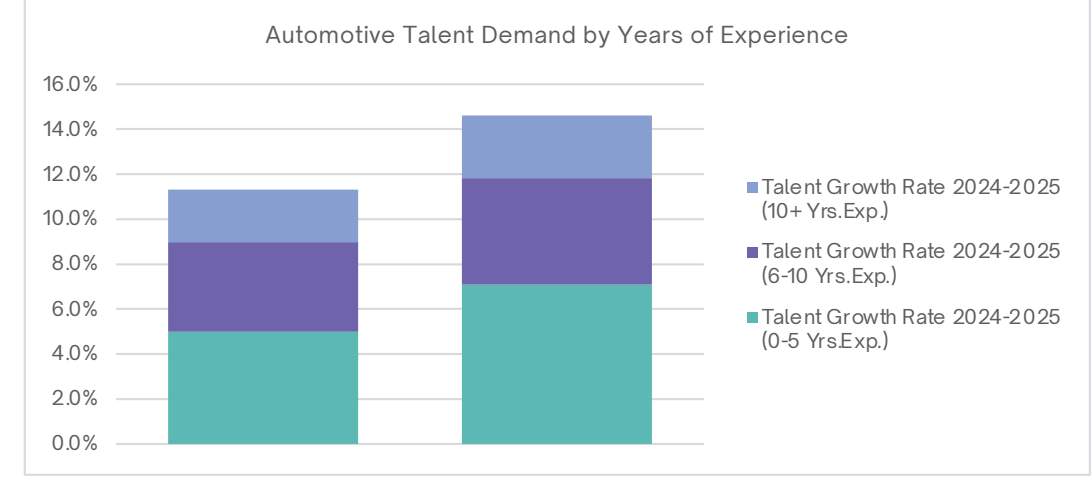
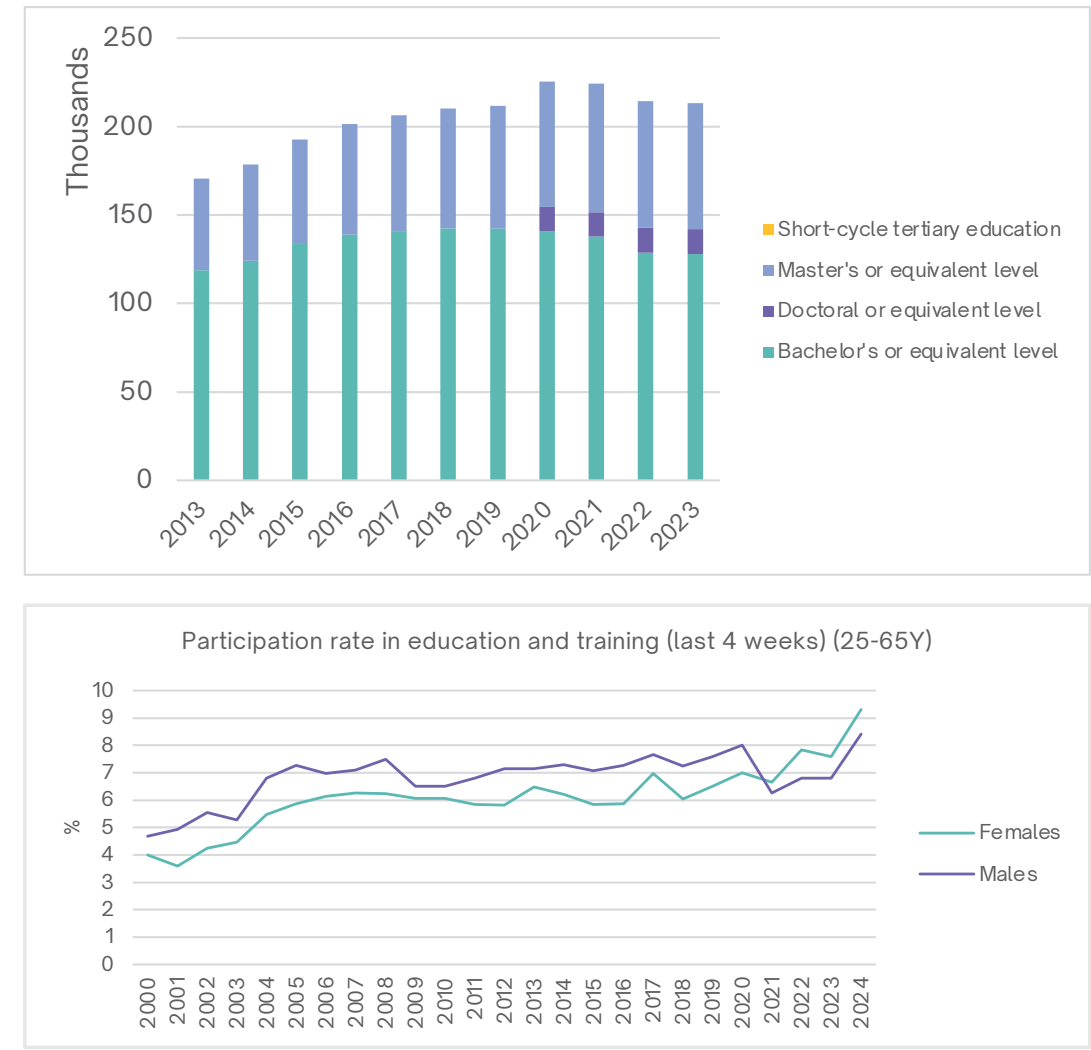


Regional Automotive Labour Market Profile - Niedersachsen

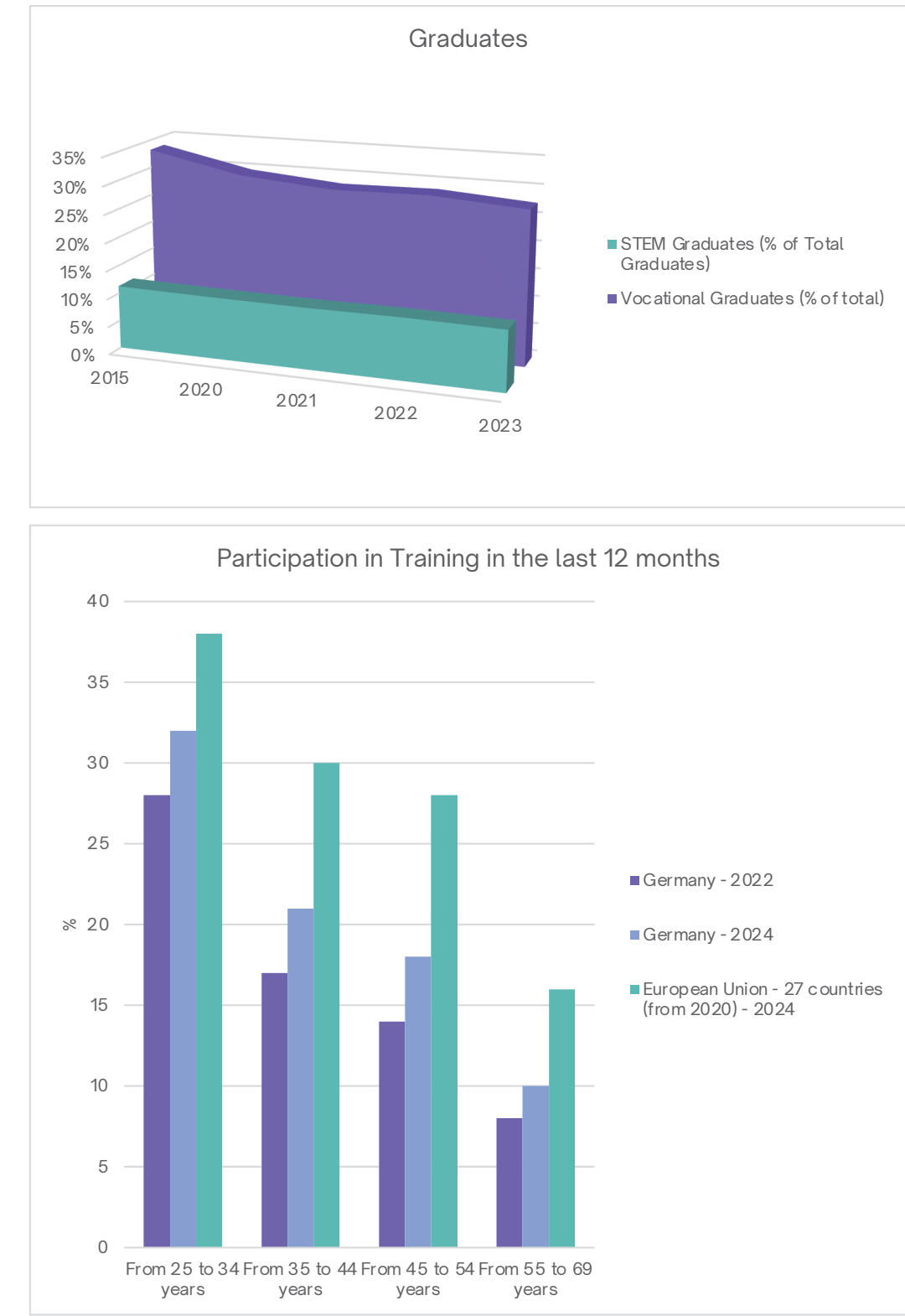
Labour Market Demographics



Talent Pipeline

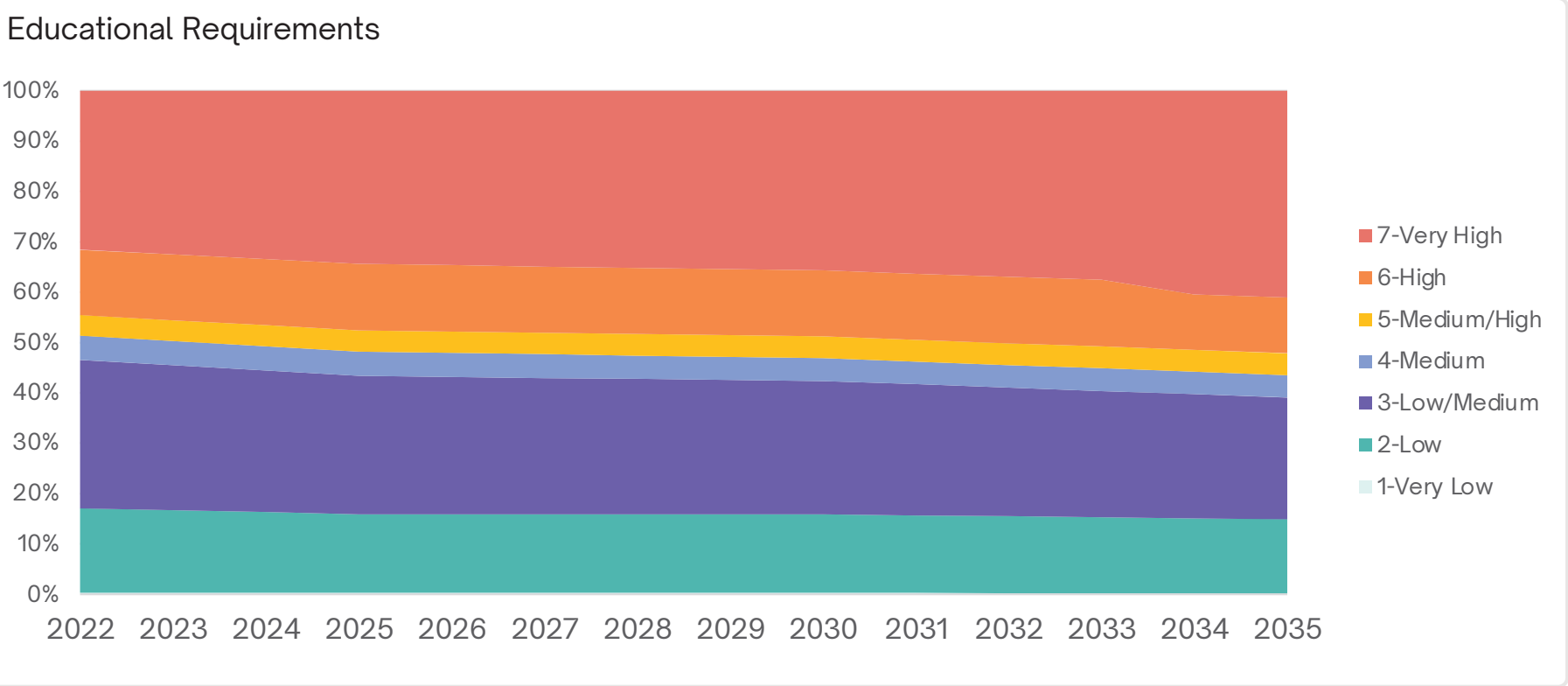
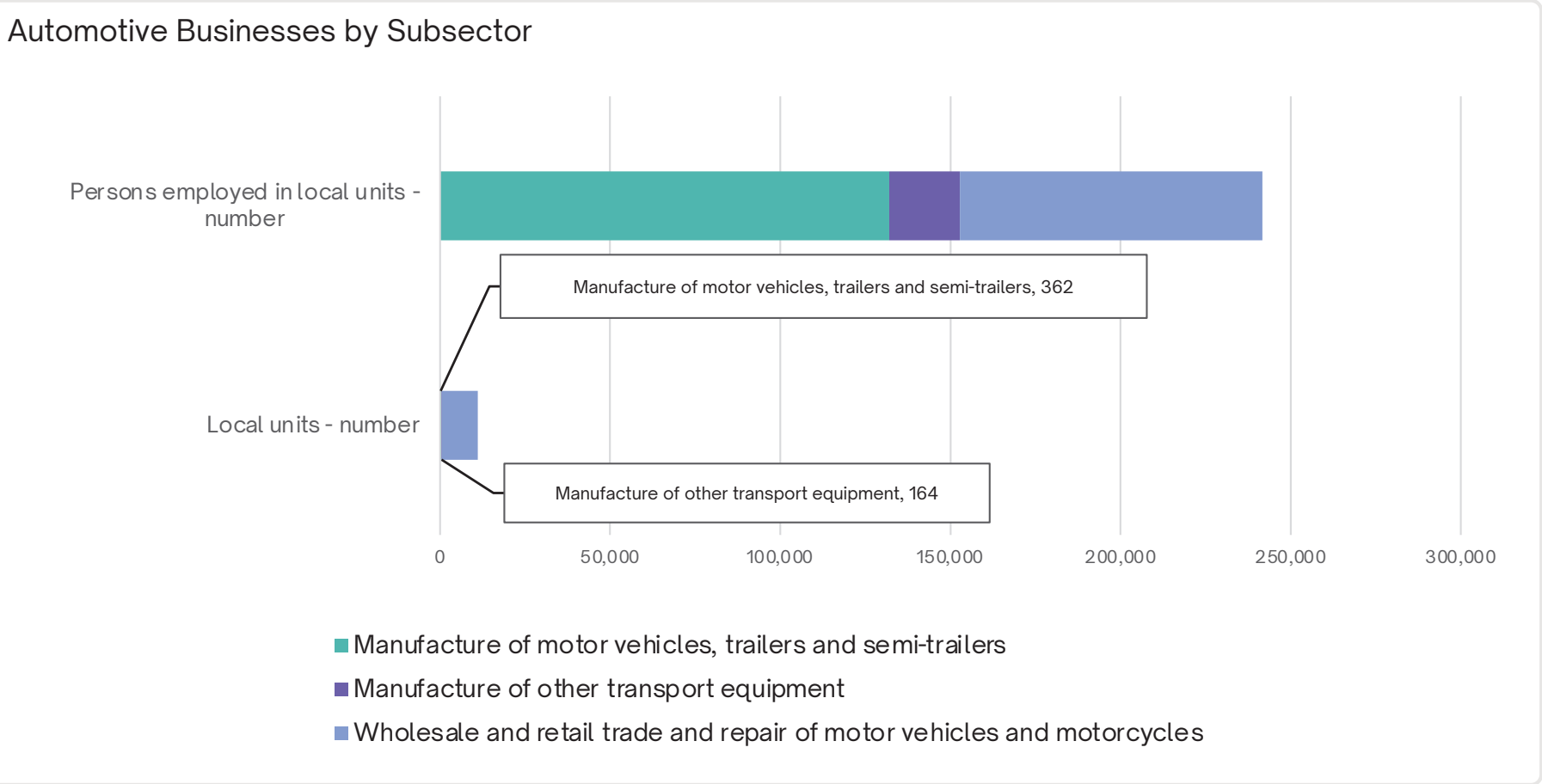
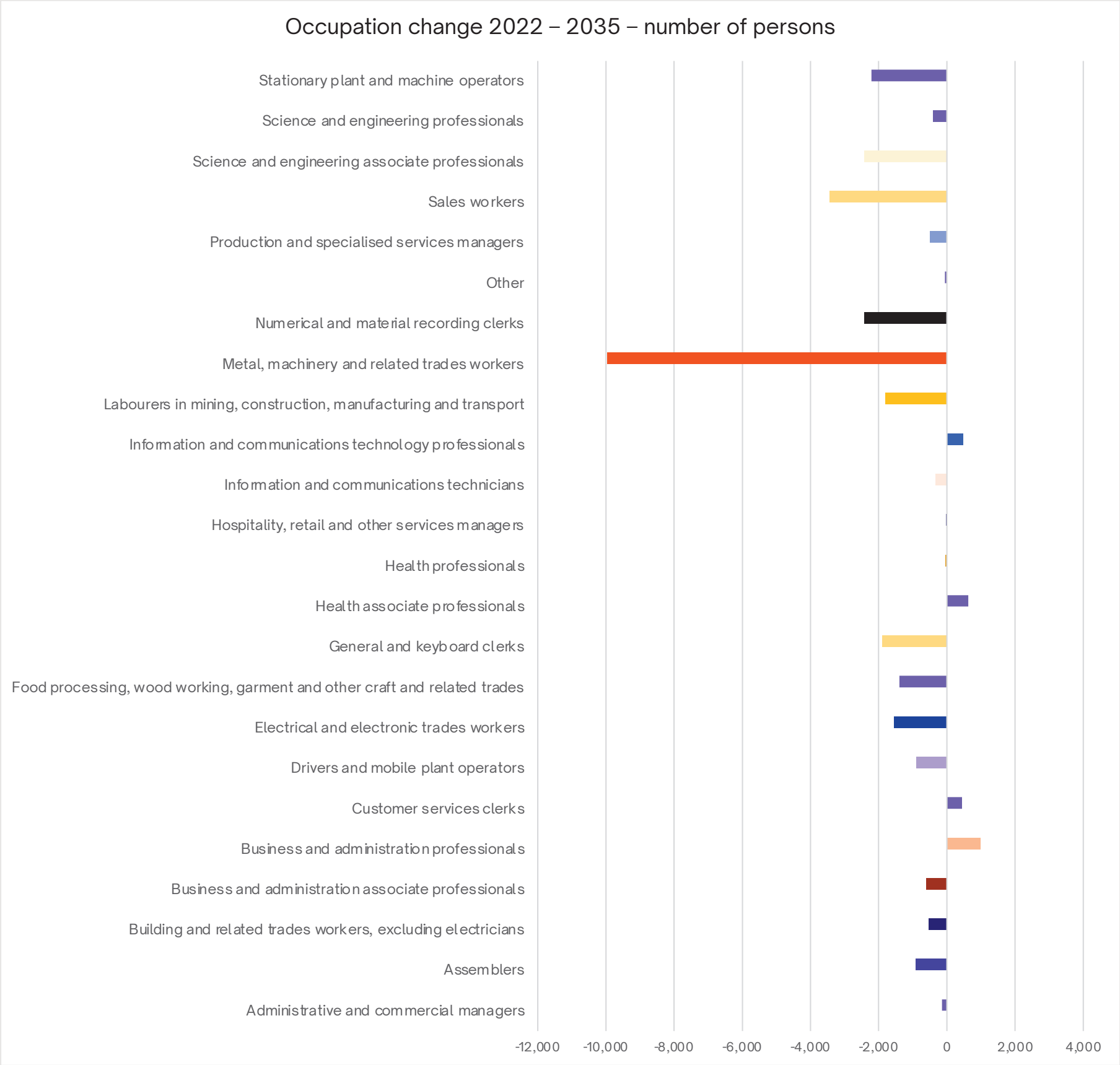


Talent Pipeline (Germany)



Source: Eurostat, CEDEFOP Skills Forecast, Draup Global Labour Market Data, Authors' calculations

Regional Automotive Labour Market Profile - Niedersachsen



Source: Eurostat, CEDEFOP Skills Forecast, Draup Global Labour Market Data, Authors' calculations

Regional Automotive Labour Market Profile - Niedersachsen

Prevailing
Solution
Focus

Build

Bind

Borrow

Operational
Solutions

- Skills Forecasting & Mapping
- Modular Training Programs
- Certification pathways, micro-credentialing, learning experience platforms
- Digital Literacy Training
- Skills First HRM

- Competitive Remuneration
- Appropriate Workplace Flexibility (Part-time/Hybrid/Etc)
- Employer engagement, branding, diversity & culture
- employee engagement strategies, retention analytics, or career pathing tools
- Well-being and mental health support programs
- Modular Training Programs
- Career Guidance & Mentoring
- Temp-to-Perm Pathways
- Retirement Retention
- Internal Vacancies
- Digital Collaboration Tools
- Career Progression Maps, incentivizing training.
- Leadership/Middle management Training
- Enable sectoral postings
- Continuous Learning Culture

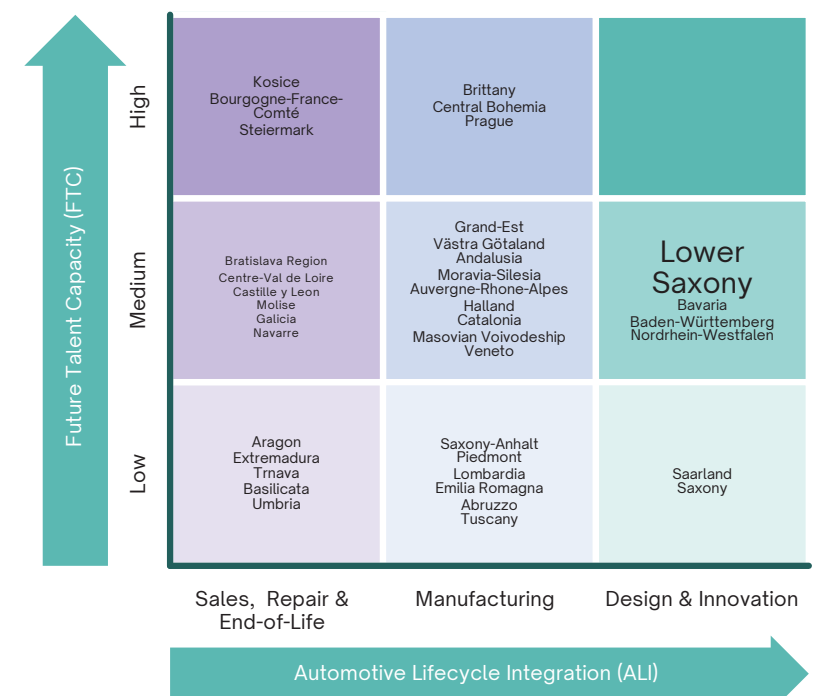
- Strategic Workforce Planning (HR/Procurement Synergy)
- Vendor Diversification & Management
- Vocational Training / Internships
- Cross-Company Talent Pools
- Talent platforms (freelance, gig economy integration)
- Cross industry talent sharing
- Outsourcing
- Temp-to-Perm Pathways
- Retirement gigs
- Ecosystem collaboration

Ecosystem
Support

- Training Trade Off Compensation
- Skills Forecasting & Mapping
- Vocational Training
- Micro-credentials
- Training funding options at personal and Business level
- Funding Navigation Maps
- Funding Agility
- Educational partnerships and Hubs
- Enhance Partnership Public & Private Employment Services
- Build sector-wide training alliances
- Co-develop curricula with schools/universities

- Micro Credentials
- Training Trade Off Compensation
- Non-Employment amities (Housing, Public Services, School, etc.)
- Training funding options at personal and Business Level
- Educational partnerships and Hubs

- Establish and (co-)fund joint Talent Pools & Platforms
- Downtime Training Incentives & Facilities
- Downtime Income support
- Incentivize Vocational Training / Internships
- Enable Sectoral Sharing
- Enabling flexibility Frameworks
- Enhance Partnership Public & Private Employment Services
- Enabling Regulatory Flexibility Frameworks



This type holds relative advanced automotive workforces and outputs and relative intermediate workforce and educational performance.

Workforce Training and Skill gaps

1. Skill Gaps in Technical and Digital Roles
2. Worker Employability & Barriers to Upskilling
3. Reactive Workforce Planning

- Build: Develop internal talent - Cultivate the Skills You Need Tomorrow
- Bind - Retain key employees and capabilities
- Borrow - Contract, outsource or bring in other units - Inject Agility into the Talent Strategy